

Anti-Retaliation Policy

DY Deokyang is implementing the "Anti-Retaliation Policy" that do not prohibit us from refusing to initiate business with suppliers, suspending business with a supplier with whom we have an ongoing business relationship, or significantly restricting the quantity or content of products traded if the partner has engaged in any of the following acts.

In addition, we inform you that if an employee of our company unilaterally takes retaliatory measures against a partner, the employee concerned will be referred to the company's internal disciplinary procedures.

- Report to an agency, etc. that we have violated laws related to fair trade
- Consult on/request mediation for dispute resolution related to transactions with us
- Raise objections to the contents of a contract with us
- Raise issues related to fair trade through suggestion boxes operated by our company, etc.

DY Deokyang Co., Ltd.

1st April, 2025 Year